

Top Union Officials' Salaries Hit Record Level

For over 20 years the Teamster Rank and File Education and Legal Defense Foundation (TRF) has produced an annual report known as the \$100,000 Club, a listing of Teamster officials who get more than \$100,000 in our dues money.

The chart inside this issue summarizes a factual, objective study of Teamster officials' salaries. It is compiled from hundreds of 1999 financial reports filed with the U.S. Department of Labor and the IRS.

The \$100,000 Club does more than expose our union's highly paid or overpaid officials. It documents

what our union's priorities are — not by the words and spin of the top officials, but by a factual reporting of where our union's resources are directed.

If our leaders value organizing, winning strong contracts and supporting the members, these priorities would be reflected in the budget.

This year's investigation reveals an unprecedented expansion in union spending to fill the pockets of top officials, their friends, and campaign donors.

See pages 6 and 7.

"If you're like one of the half dozen or more Local 237 officials who is taking home more than \$100,000 a year, stop reading now. You're sitting pretty without TDU.

"But if you're like one of the 23,000 Local 237 members who have seen nothing but wage freezes and productivity increases, you need to get active and fight for change. We need a strong TDU to eliminate outrageous fat-cat salaries, and most importantly, to organize ourselves to fight for better wages and working conditions. Join TDU today."

—Chris Sullivan, Local 237, New York City Housing Authority



JOIN TDU

TDU MEMBERSHIP APPLICATION

Name _____ Local _____

Address _____

City _____ State _____ Zip _____

Phone (____) _____ Company _____

e-mail address _____

☐ City ☐ Road ☐ Dock ☐ Clerical ☐ Warehouse ☐ Construction ☐ Production

other _____

____ \$35 one-year membership & subscription to *Convoy Dispatch*.

____ \$85 three-year membership fee. (\$10 shall be rebated to the local chapter)

____ \$20 for spouses, and Teamsters who gross less than \$17,000 a year.

____ \$20 for retirees. Retired from Local _____

Check or money order

Mastercard/Visa # _____ Exp. date ____/____/____

Date _____ Signature _____

Return to: TDU, P.O. Box 10128, Detroit, Mich. 48210

TDU membership is kept confidential. TDU solicits and accepts membership applications and donations *only* from Teamsters, retired Teamsters and spouses who are not employers. Only funds from Teamster members and their spouses can be used for campaign purposes.

Higher Salaries, More Multiple Salaries, More Fat Cats the Trend

- ▶ There are 182 officials in the \$100,000 Club this year, up from 142 last year, a 28 percent increase in just one year.
- ▶ The International Union paid 64 multiple salaries to members of the Club, up from 18 last year. An incredible 256 percent increase in multiple salaries paid to fat cats in just one year.
- ▶ \$25.4 million was paid to these 182 officials this year in dues money, up from \$19.5 million last year. That's \$5.9 million more to fat cats in just one year, a 30 percent jump. Nearly \$6 million that could have been used to win strikes and organize new members.
- ▶ 29 of the International Representatives appointed in 1999 bag multiple salaries. The International's treasury is being used to fund political patronage.

More bloated salaries, more multiple salaries, more money directed to a few officials. Every single one of these categories had the biggest single year increase ever.



REFORMERS SWEEP IN WASHINGTON LOCAL 556. Reformers in Local 556, who battled an International trusteeship and a Hoffa-groomed slate, swept their local election by a three to one margin. Above, newly elected secretary-treasurer Maria Martinez and president Melquiadez Pereyra are shown leading a march during the strike at IBP last summer. See story page 10.

TDU Convention

Nov. 3-5, Cleveland

See pages 8 and 12 for more information and to register.

Letters From Our Members

Investigate Scalf

Regarding the Independent Review Board's embezzlement charges against Hoffa's mentor Larry Brennan, there is a gaping hole in that investigation. Where are the charges against Carlow Scalf, Hoffa's executive assistant?

Brennan's business agents who kicked in \$30,000 in union funds to Brennan's re-election campaign were pressured to do so. Scalf was intimately involved in this scheme at a high level. I cannot understand why he has not been charged. Who is protecting him?

Hoffa says he will not run a corrupt union. If he's sincere, he'll see that there is a hearing for his executive assistant, who the IRB identified as the bag man in the plot, so he can be exonerated or removed from office.

Jim Carothers
Local 299, Allied
Detroit

Strange Bedfellows

The only thing more revolting than catching your BA playing golf with a management labor rep is watching Jim Hoffa cozying up to anti-labor Republicans, like he did last month at their national convention.

At a gala reception in Philadelphia, Hoffa was schmoozing with politicians like Bob Barr (right to work advocate), Peter Hoekstra (defender of striker replacements) and Newt Gingrich (helped gut OSHA enforcement). He wanted so badly to impress them, he even gave Dick Cheney, member of the board at Overnite Transportation's parent company, a friendly tipoff about some unfair labor practices at Overnite.

So what could rank and file Teamsters possibly gain from Jim Hoffa offering our union's political endorsement to people like these? Nothing at all.

So who are the winners in this? The deal would go like this: Hoffa sells out labor's legislative agenda or political endorsements for anti-labor politicians; in return they agree to end government su-

pervision of the Teamsters. No more impartially supervised elections (imagine how a Hoffa-appointed election committee would respond to election protests). And no more IRB investigations of top officials such as Walt Lytle and Larry Brennan (see articles this issue).

Hoffa's giving away members' rights to support anti-labor politicians. This is truly a sweetheart deal.

Tom Sheibley
Local 653, Roadway
Brockton, Mass.

Teamster Women Share Ideas

I attended the Teamsters Women's Conference for the first time this year. It is important for Teamster sisters to come together to discuss common problems and solutions. As I listened to speakers and attended the workshops, the issues discussed were right on target. Being a 20-year driver with UPS, I have just about seen it all. I personally would have liked to see more women keynote speakers, and we need to hear from the shop floor.

Higher pay and promotions were important issues addressed. Retirement security has become very important to women, control over hour shifts, overtime, and flextime. We need all of these to take care of our families. And we need respect on the job.

Our struggle has really just begun. It is great to know that I have many stand-up Teamster sisters to address the problems of today's hardships. My e-mail is rllloyd@insolwvb.net. I would like to hear from my teamster brothers and sisters.

I am glad I went to this conference, but I think all women can benefit even more from the lessons of the reform movement. This experience reminded

me how important it is to come together at the TDU Convention. I really appreciate talking as Teamster reform sisters and learning from women who are leading and winning some of our biggest Teamster fights. You get quality information that you can put to use back home. As a democratic organization, TDU is a great vehicle to achieve the reform all Teamsters feel has been a long time coming.

I look forward to this year's convention and hope many Teamster sisters will be there.

Suellen Lloyd
Local 878, UPS
Jonesboro, Ark.

TDU Tells the Truth

I appreciate all that TDU has done over the years. I have learned much from TDU, and never known *Convoy Dispatch* to lie.

Every prediction, every forecast, and every bit of information has been right on the money.

I have been hauling cars for almost 27 years, and have been fired several times. I am now a victim of age discrimination, among other things.

I am a liability to the employers because I make them toe the line. As I write I have a folder full of grievances to be processed. I am constantly harassed. It's so blatant Ray Charles could see it.

Nevertheless, I'm sending a little money and my blessings and continued support.

Clarence Murphy
Local 332, Allied
Flint, Mich.

UPS and Hoffa

I'm not surprised that industry magazines are writing that UPS management is enjoying a "love fest" with Hoffa, as *Convoy* reported in its June issue. But I am worried.

This should be a wake-up call for all UPS Teamsters. UPS wants Hoffa to be at the bargaining table for our next contract in 2002. That scares me and it scares the Teamsters I work with.

We should be giving copies of this *Traffic World* article to all UPS Teamsters. It's a great way to expose the damage that Hoffa can do. You can get a copy of the article from TDU.

Management is not "in love with Hoffa" because he is going to take a hard line in contract negotiations. They want someone who is willing to give up our pension, allow concessions in our job conditions, and allow massive subcontracting of feeder work like Hoffa did last year.

You know the company will be working hard for their candidate. We have to work hard for ours. If you care about your contract, join TDU and get involved with the Leedham Campaign. It's either put the time in now or pay the price later.

Jon Senum
Local 638, UPS
St. Paul, Minn.

Who We Are

CONVOY DISPATCH is the voice of Teamsters for a Democratic Union. We are the united rank and file movement to reform the Teamsters, created out of the merger of PROD and TDU.

We are truck drivers, dock workers, production workers—every kind of Teamster, and spouses, too.

We are a grassroots organization with chapters from coast to coast in the USA and Canada. We believe in returning this union to the membership and we are doing it. We are a democratic organization in which every member has a voice and vote. Our 15-member International Steering Committee was elected in November 1999 for one year. Our Rank & File Convention had over 400 representatives present.

We are proud Teamsters standing up for our rights. TDU invites all Teamsters interested in defending our contracts and reforming our union to join us. We do reserve the right to exclude those who are opposed to TDU and its principles.

Rank & File Bill of Rights

I. DEMOCRATIC BY-LAWS. All business agents and stewards should be elected. Vacancies in office should be filled by special election within three months. Local union committees should be elected. Contract and strike votes should be by majority (not two-thirds). All contracts should provide for elected officers retaining company seniority.

II. DIRECT ELECTION OF OFFICERS. General President and all International officers should be elected by the membership. International VPs elected by regions. An end to trusteeships and split-off locals.

III. A FAIR GRIEVANCE PROCEDURE. Innocent until proven guilty, right to remain on the job until final procedure completed. Grievance procedure should include right to a speedy trial, arbitration by peers, and the right to strike if necessary.

IV. PRESERVATION OF WORKING CONDITIONS. The union's purpose is to expand and preserve what we have, not trade it away for anything less. People come first, not productivity.

V. SAFETY AND HEALTH. We have the right to enter the workplace without fear for our health and leave in the same condition we arrive. Teamsters should have the right, backed up by our union, to refuse unsafe work or hazardous conditions. We are not machinery.

VI. EIGHT-HOUR DAY AND FIVE-DAY WEEK. Forced overtime and unfair dispatch rules destroy our family life and cost us jobs. No mandatory overtime, "flexible" work weeks, or 70-hour slavery. We are for the advent of the four-day work week. We work to live, not live to work!

VII. A DECENT PENSION. Every dollar in the pension funds belongs to us. We are entitled to 25-and-out, cost of living on pensions, and union pension trustees elected by the rank and file and retirees to safeguard our money.

VIII. JUST SALARIES FOR OFFICERS. A union officer can't understand the problems of members who make less than half what he makes. No officer should make more than the highest paid working members in his jurisdiction. No multiple salaries from union, company, or government sources, or special fringes and pensions. Salary increases limited to the average increase for membership, and subject to membership approval.

IX. EQUALITY AMONG TEAMSTERS. Bring all wage levels up to the highest standards, not a lot for the few and little for the many. Fight the hardest for the lowest paid.

X. END TO DISCRIMINATION. Employers have used the differences in age, race and sex to divide us for decades. We oppose these injustices and divisions. Support affirmative action to correct past injustices. Employers should bear the cost of their past discrimination, not the members.

TDU International Steering Committee

Co-Chairs:

Dan Campbell, Chicago, Local 705
Joe Fahey, Watsonville, Calif., Local 912
Diana Kilmury, Vancouver, B.C., Local 155
Michael Savvoir, Kansas City, Mo., Local 41

Organizer:

Ken Paff, Detroit

Trustees:

Gillian Furst, Minneapolis Local 1145
Ashley McNeely, Minneapolis Local 2000
Joyce Mims, Atlanta Local 728 spouse

Members:

Alex Adams, Cleveland Local 407
Homer Lambert, Chicago Local 743
Matt Latzo, Baltimore Local 355
Maria Martinez, Pasco, Wash., Local 556
Michael Ruscigno, New York Local 802
Willie Smith, Columbus Local 413
Chris Sullivan, New York City Local 237

Alternates:

Raul Rodriguez, Jr., Los Angeles Local 630
Rob Hermann, Baldwinville, N.Y., Local 1149
Erik Jensen, Minneapolis Local 320

How to Contact TDU

We want to hear from you. Contact us at the address below for more information about TDU, or to send us articles or letters.

National Office: P.O. Box 10128, Detroit, Mich., 48210. Phone: (313) 842-2600. Fax: (313) 842-0227. TDU can be contacted by e-mail at: tdudetroit@tdu.org or on the World Wide Web at: <http://www.igc.org/tdu/>

NY Office: P.O. Box 170131, Brooklyn, N.Y. 11217 Phone: (718) 624-7746. Fax: (718) 875-9336. E-mail: tdueast@igc.org

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Trucking Company Profits on the Rise

This is turning out to be a very good year for most unionized trucking companies. While the nation's truckload carriers limped through the spring, most LTL carriers reported marked improvements in revenue and net profits for the first six months of 2000.

Second quarter profits grew dramatically in 2000 at ABF Freight Systems, Roadway Express and Yellow Freight System, while slipping slightly at Consolidated

Freightways.

ABF led the way with the highest quarterly profit in the company's history, reporting a second quarter profit of \$17.7 million, a 40 percent increase over the second quarter of 1999. ABF's operating ratio of 90.5 percent was the best for the second quarter in 22 years.

Yellow Freight reported revenue of \$696.7 million in 2000 vs. \$638.8 million in 1999. Yellow Freight recorded

operating income of \$29.1 million, up 29 percent from \$22.6 million in the 1999 second quarter. Yellow's operating ratio improved to 95.8 from 96.5 in 1999.

Roadway Express had net income of \$9.9 million for the second quarter of 2000 compared to income of \$7.6 million in the same quarter last year, an increase of 29.5 percent. Revenues were

\$707 million, up 13.9 percent from last year.

Consolidated Freightways, on the other hand, did not have a good quarter. They had operating income of \$2.2 million, which was down from \$5 million in the same quarter last year. Their operating ratio declined from 99.2 percent to 99.6 percent, making them barely profitable.

Overnite Suspected of Sabotaging Own Equipment

During the early days of the strike at the Detroit Newspaper Agency (DNA) a company truck burst into flames and burned. Picketers quickly noted that the truck was on company property behind a locked and guarded gate. Law enforcement officers later confirmed the strikers point of view and it is generally agreed that the DNA burned their own truck to make the strikers look bad.

Now it appears that Overnite Transportation is taking a page out of the DNA's book. In Tennessee a former Overnite driver has come forward and filed an affidavit with federal authorities. This affidavit accuses Overnite of giving the worker \$10,000 in exchange for his promise to damage property and falsely accuse Teamster supporters so they would be fired. Overnite claims the \$10,000 they wired to his bank account was a loan

because they learned their employee was in financial difficulty. Sure, that happens a lot.

In Tupelo, Miss., the Overnite terminal suddenly burst into fire in the middle of the night (What is it with these guys and fires?). But a Yellow Freight worker in the terminal across the street has reported to authorities that he witnessed the Overnite terminal manager speeding out from the back of the terminal. The Overnite manager then drove by the front of the terminal. Then he drove down to the end of the street, turned around, and drove back in front of the terminal again. Then he drove off and returned yet again. Five minutes later he hopped out of his car, went across the street to Yellow Freight and phoned in a report of the fire. The Overnite manager did not appear to be very upset that his terminal was on fire.

Poised to Start Ground Delivery

Airborne Seeks Concessions

Airborne Express has met with the Hoffa administration to ask for a concessionary two-tier deal in their proposed entry into ground delivery, in competition with UPS.

Two months ago Airborne management quietly met with Hoffa, Phil Young and other top Teamster leaders to discuss this deal, but the Hoffa administration has kept it secret. Could the International be even considering giving concessions to this profitable company, especially one that uses the subterfuge of subcontractors to keep most of its drivers nonunion?

We certainly hope not. But one topic was brought up as a possible trade-off for concessions at that meeting: the possibility that if Airborne would buy Overnite, perhaps the International would cut them a deal. Such a deal would mean a two-tier

concession at Airborne, and a cut-rate contract at Overnite.

Airborne at its unionized NMFA terminals already pays drivers three to four dollars less per hour than UPS package car drivers; any two-tier concessions would widen that gap and put pressure on the union to give concessions to UPS.

We all share the goal of getting a contract with Overnite, but not by making a sweetheart deal to undercut our two biggest contracts (NMFA and UPS) at once, and divide our membership. Let's beat Overnite with our union's strength, not with weakness.

The International union needs a strategy to protect our contract and organize all of Airborne's operations. Any strategy has to start with an informed and united membership.

New Book on Deregulation and the Trucking Industry

'Sweatshops on Wheels'

The word sweatshop usually "conjures up images of cramped, poorly illuminated, poorly ventilated chambers in which workers toil away at piecework," writes University of Michigan business professor Michael Belzer in his "Sweatshops on Wheels: Winners and Losers in Trucking Deregulation." Belzer's new book reminds us that the "sweating system" has not disappeared completely from American soil.

In "Sweatshops on Wheels," Belzer describes and analyzes the impact of the Motor Carrier Act of 1980 and other aspects of deregulation on the industry, the Teamsters, and the American public.

The result? While employment in the trucking industry has increased 3.9 percent annually since the early 1980s, average real earnings dropped 30 percent, with most drivers working 65-plus hour weeks, in excess of legal limits. The combination of low wages and long hours has contributed to a turnover rate of about 100 percent among nonunion carriers.

Much of the change for drivers in the industry has to do with the transformation and decentralization of Teamster collective bargaining. After deregulation, pressures for givebacks grew. The Teamsters Union, under the influence of the likes of Roy Williams and Jackie Presser, pursued a strategy of concessions, instead of aggressive organizing, throughout the 1980s.

Belzer analyzes the role of the union in protecting Teamster wages and benefits (which average 33 percent more than non-union, and union drivers are more likely to be paid for non-driving time), and also how these developments led to the growth of TDU, the Teamster reform movement.

Throughout the book, Belzer demonstrates that the increasing social cost of deregulation may outweigh its alleged benefits of improved service and pricing, with the high turnover within the industry threatening to create a labor market crisis which causes employers to further extend shifts for existing drivers, repeating the vicious cycle caused by deregulation.

Teamsters seeking a scholarly analysis of the trucking industry and deregulation now have one available in this book, written by a former truck driver and member of Chicago Local 705.

Freight Lines

New Southern California Breakbulks Pose Questions.

It appears some significant changes are coming to Roadway's Adelanto, Calif., and Yellow Freight's Barstow, Calif., breakbulks. Roadway plans to build a new terminal in Bloomington, and Yellow Freight's senior manager has stated, "We will be in our new breakbulk by April 2001." Yellow will be building in San Bernardino, with a proposed size of about 190 doors.

Roadway has stated that they will consolidate their Ontario, San Bernadino, and Fontana "overflow" dock into Bloomington as soon as possible.

How this will affect the Adelanto terminal remains to be seen. Phase one will not include Adelanto members until eight to 22 months later. Yellow has said that some consolidation of Fontana will occur designated by zip codes. The whole thing smells fishy, and whether Yellow will close or consolidate any other terminals remains a mystery. Our business agent says it's "too early to tell." Haven't we all heard that before.

—Ralph Ekelman, Local 63, Yellow Freight, Victorville, Calif.

Seattle Grievances Delayed Months for Golf Outing.

Seattle Local 741 members will not have their grievances heard at their state panel in September, because Buck Holliday, Hoffa's freight director for the Northwest, decided to hold them at a swanky Sun River resort in central Oregon.

Seattle stewards and members report that many grievances will be postponed because no one can afford to travel that far or pay to stay in the resort. As a result, all grievances will be delayed at least until November.

Normally the Washington state grievance panel meets every other month in either Seattle or Spokane. Holliday, who draws multiple salaries as a result of his appointment by Hoffa, is setting a new standard of putting his own pleasure ahead of the interests of Washington's Teamsters. Holliday's excuse is that he will already be at the resort for carhaul hearings. The unprecedented move of the state freight hearings indicates that instead of "restoring the power" Hoffa's administration is "restoring the golf outings."

Available from TDU Sweatshops on Wheels:

Winners and Losers in Trucking Deregulation by Michael Belzer
Hardcover. Special TDU price \$30 (shipping included).
Send check, money order or credit card information to TDU, Box 10128, Detroit, Mich. 48210

Company Sales Job Backfires

Canadian Purolator Courier Teamsters Reject Contract

After rejecting the company's so-called "final offer" by a four-to-one margin, 10,000 Canadian Teamsters at Purolator Courier are gearing up for a possible nationwide strike against Canada's dominant courier company. The Purolator contract is the largest Teamster contract in Canada.

Purolator Teamsters rejected the contract offer despite the company's all-out efforts to sell it, which included holding

captive audience meetings, sending letters to members' homes, and putting up posters at work. "Purolator thought they could get this deal past us with a company sales job," said Purolator steward Joe Jepson, a member of Toronto Local 938. "But the members quickly recognized that this was a bad deal."

Members weren't satisfied with the proposed wage and pension increases in

the four-year deal. Wage increases totaled just over 50 cents (Canadian) per year, and although pension rates would have increased by 44 percent, the increase was staggered over two years, and only kicked in beginning in 2002.

Purolator workers also wanted to see greater restrictions on the company's rampant use of so-called "emergency status" classification as a pretext to subcontract deliveries to nonunion brokers, and were looking for substantive language to address the company's recent move to establish stringent discipline and attendance policies.

Members were particularly steamed at the company's attempt to do away with

"hour bands," partial shifts of two or three hours that drivers could bid on separately and combine with six-hour delivery routes to create a complete full-time job. Under the rejected agreement, all hour bands would have been merged into pre-set eight-hour jobs, further reducing workers' flexibility to determine the pace and structure of their work day.

If it occurs, a nationwide strike at Purolator could have dramatic repercussions across the country. "This latest rejection vote sent Purolator the message that we're ready to stick together and fight for what we deserve," said Jepson. "Now it looks like we might have to negotiate in the streets."

UPS and Downs

Management Trying to Steal Vacation Coverage Jobs.

In most areas of the country, contract language and past practice provide that when a full-time employee goes on vacation, that work is covered by another full-time employee. Some regions have a vacation coverage system whereby part-timers cover, but receive a premium above their normal wages; however, this applies only to driving work.

Management is trying to lower this standard and steal as many as 600 full-time jobs. At a grievance meeting in Louisville Local 89, management indicated that they intend to cover vacations of Article 22, Section 4, combo job holders with part-timers. This is potentially a big issue: even assuming a modest three-week average vacation period, times 10,000 new jobs, this is 30,000 weeks per year, or about 600 full time jobs at stake. If management moves to use part-timers to cover vacations in your building or local, file a grievance to protect full-time jobs.

New Orleans Local Stops Mileage Runs Posted in April.

Local 270 was successful at the Southern Area Grievance Panel in stopping UPS from implementing seven mileage-turn runs out of the New Orleans hub. The runs had been placed up for bid without the approval of the National Premium Service (Article 43) committee. The panel ruled that UPS must pay these runs hourly until the committee rules on their legality.

Third Quarter Profits Break Record.

UPS after-tax profits for the second quarter of 2000 was up 18 percent over the same period last year, to a record \$695 million. Revenue was up 11 percent to a record \$7.3 billion. After-tax profit for the first half of the year was \$1.4 billion. UPS is on track to make 2000 its most profitable year ever.

Domestic revenue was up 8.4 percent, and international package revenue was up 12.7 percent. The biggest increase came in the non-package sector (logistics and excess value insurance), where revenue rose to \$371 million.

Rumor of Contract Extension?

Rumors are floating across the country that UPS wants to negotiate an extension of the current five-year contract that expires July 31, 2002. The most common one is that UPS wants to raise part-time wages in exchange for a contract extension.

The company cannot reopen the contract without the agreement of the International Union. If it is reopened, the union is under no obligation to grant an extension or any concessions at all. And any changes or extension ever negotiated in our contract are subject to a secret-ballot "fair and informed" vote by UPS Teamsters.

The last time our contract was reopened was in 1984. TDU went to court when the International leaders tried a "quickie" vote without adequate discussion. A federal judge ordered the ballots destroyed, and a fair vote held.

New Jobs Cannot Undermine Full-Time Classifications.

Article 22, Section 3, of the national contract requires that all 10,000 new full-time jobs must be created from existing part-time jobs. A Feb. 3, 2000 TITAN memo from the International to all locals explains that the newly created jobs must not infringe on work previously performed exclusively by full-time employees. To ensure compliance, UPS should be able to identify the employee that vacated or was displaced from a part-time position to create the new job.

Note: Jobs combining part-time work and portions of full-time work are not always illegal, but do not count toward the 10,000 job tally. They must also be paid at wage rates contained in your supplement of the work performed. This issue is in dispute through the grievance procedure.

Got Examples of Management Lying to Discipline Someone?

A fired UPS Teamster in North Carolina, proceeding with legal action, is seeking information related to this issue. If you have documented examples, please contact the TDU office.



Share Information with Other UPS Teamsters at TDU Convention

"As a new business representative for UPS Teamsters, I want to build ties with other UPS members, stewards and agents across the union. The TDU Convention will be a great opportunity to do just that. I hope to meet you there."

Tony Gatson
Chicago Local 705
Union Representative/Organizer
UPS CACH

Meet Bob Hasegawa Candidate for Western Region Vice President on the Rank & File Power Slate

Bob Hasegawa has worked at UPS as a loader, sorter, package car driver and feeder driver. He is now in his third term as Secretary-Treasurer of 7,000-member Local 174 in Seattle, a local recognized for its aggressive organizing program, contract enforcement and innovation.

Hasegawa is one of the best recognized labor leaders in the Northwest, because of his approach that involves members and the community as well. He was on the National Negotiating Committee for the 1997 UPS contract and one of the leaders of that successful campaign.

"Since the election, we've watched to see if the Hoffa administration would move our union forward and build our power. We wanted to see if he would live up to his rhetoric about unity. We haven't seen it. What we have seen is political attacks and divisiveness. We've seen his lieutenants at meeting after meeting yell 'TDU can kiss my a__.' That's not unity or building power."

"Hoffa has changed our union's historic policy on granting strike sanction, to deny or withhold it, using it as a weapon against Teamster members instead of against employers."

"On the other hand, there are some very positive things happening in the Teamsters. Here in Local 174 we've done some innovative organizing, and we've won some of the best contracts ever by



uniting and listening to our members.

"We've also been part of change in the labor movement. Labor is starting to recognize we are part of a larger movement for social and economic justice. Labor has taken the lead in the fight against unchecked corporate globalism."

"The Rank & File Power campaign is about building our power as a union and as a movement. If we keep that focus, we can't lose. Here in the Northwest—Washington, Idaho and Oregon—we beat Hoffa in 1998. From what I've seen in the recent Leedham petition drive, we're going to be a whole lot stronger this time."

Pepsi-Coke Challenge in Twin Cities

Strike at Pepsi, Coke Contract Yet Unsigned

Nearly 450 striking Pepsi workers in Minnesota Local 792 rejected a second company offer by 319 to 18. Ten weeks into the strike, the company gained only four votes. With peak season ending Labor Day, mediated talks have begun and the union is looking to pressure the soda bottler, including boycotting Pepsi products.

Members have been unified in not crossing the picket line, but an end is not in sight. The workers are fighting for a 30-and-out pension plan and family healthcare coverage without high premiums, both of which their counterparts in Local 792 have at Coca Cola.

Pepsi's current pension offer is \$52 per year of service, but there is a four percent penalty per year for retiring before age 62. Even if you've worked 30 years and retire at age 52, you only get 40 percent of your pension. Only two workers in the last 25 years have made it to age 62 and retired from Pepsi with a full pension.

This strike points to a need for a national union strategy at Pepsi's 60 bottling plants nationwide. This plant is the sole provider of Pepsi, Mountain Dew, and other drinks to the Twin Cities area, but the company is able to keep its main

customers supplied by bringing product from other plants. Next year, 13 Pepsi contracts will expire.

Union Strategy

Minnesota unionists say the strike has had a low profile and have contrasted it to a recent victorious hotel strike that got lots of community support and media attention. Two weeks ago, the IBT sent Brad Slawson from Local 120 to get a deal.

The union has been following trucks and picketing as they unload, but plans have shifted to get more public attention and support from stores. Area activists have begun a solidarity committee with the local which has bolstered the picket lines and offered creative actions. Current plans include leafleting public events, newspaper ads, and a rally on Sept. 8. Flyers now call for a boycott of Pepsi products.

Contact Local 792 for details on the Sept. 8 rally and to support their fight at

Pepsi.

The Pepsi strike began a day before Coca Cola workers averted a strike through mediation. The IBT sent Slawson in to get a deal there. Coke's negotiator is a former Teamster Brewery and Soft Drink Conference official.

The Coke 'Agreement'

As of this *Convoy*, Coke has not yet signed its agreement with the union. The deal seems to be a company sham to continue getting product out for peak season. Wage increases have not been implemented, retro pay has not been paid, and workers are being forced in on four-hour early starts. Slawson is back clarifying the terms with Coke.

The Coke deal includes two-tier wages. Warehouse workers who do the hard physical work got half the pay increase that maintenance and tech workers got. Another major concession is that workers can be forced to work over 12 hours a day the week before and the week of a holiday.



Summit Logistics Teamsters Unite for a Good Contract

Sam Rosas
Local 439 Vice President
Stockton Calif.

The 17,000 drivers and warehouse Teamsters who work for Summit Logistics (distribution center for Safeway Foods in Northern California) are tired of substandard contracts and unstable working conditions, and uniting to do something about it.

We opened negotiations in July, and have also made this a rank and file campaign. We've got a negotiations team that consists of one steward from every department (two where there are 200-plus members) and they are committed to negotiating the best possible contract. We are working toward being 100 percent mobilized with a plan and network like that which was utilized in the 1997 UPS con-

tract. Recently we held a unity day picnic that brought together some 1,500 Teamsters and family members. We all feel this struggle is about our families and our future.

IBT vice president Chuck Mack has told us we can expect full International Union support.

A lot of people are watching this battle because our issues affect thousands of Teamsters in the grocery industry. For drivers, one issue is "activity pay" versus a fair hourly wage. Warehouse issues include production standards, freezer pay, and reducing the tier system of break-in pay for new hires.

Local 439 is committed to keeping our members fully involved as we go down this road, and we will keep other Teamsters informed also.

Kroger's Subcontracting Knows No Bounds

In late 1999 Kroger in Roanoke, Va., shifted control of transportation department work to Ruan. This followed the pattern started in Atlanta and other areas. However, unlike Atlanta, members in Roanoke kept their Central States Pension.

Going third party apparently wasn't enough for Kroger. They recently purchased Hannaford Stores in Virginia. That

work, which should have been handled by Local 171 drivers, is now being subcontracted to nonunion drivers.

As many as 30 drivers could have been added to the union roster. Instead, Kroger (and Ruan) have expanded subcontracting and opened a wedge that could threaten all Teamster jobs.

When will it stop? When the IBT gets a plan to counter Kroger's union busting.

Teamsters Must Answer the Call ...

Lessons of the Historic Verizon Strike

Organizing the unorganized is typically an issue for union organizing departments, not negotiating committees. But the recent strike victory by 87,000 Verizon telephone workers in 12 states stretching from Maine to Virginia was anything but typical.

Combining visionary leadership and rank and file mobilization, the Communications Workers of America (CWA) and the International Brotherhood of Electrical Workers (IBEW) bargained for more than wage increases and benefit improvements.

Looking to the future, the unions won contract language that will protect existing union jobs and make it easier to organize some of the 32,000 non-union employees who work in Verizon's wireless (cellular) division.

Verizon Communications is the company formed by the recent merger of Bell Atlantic and GTE. It is the country's largest phone company, and the industry-leader in profits.

Cellular Division Growing Rapidly

The CWA and the IBEW represent the Verizon workers who work in local telephone service which still forms the core of the company's business. But while this sector is growing at approximately four percent a year, the cellular division is growing at 25 percent a year.

If the growing cellular division remains nonunion, union members will have increasingly less bargaining power. So, the CWA and IBEW wisely chose to take a stand now before the problem gets

worse. On Aug. 6 the two unions struck to make sure that all Verizon jobs will be good union jobs.

After 15 days on strike, the unions won limits on subcontracting and the movement of work that will keep Verizon management from shifting work done by union members to lower-wage areas.

Just as importantly, the unions won "card check recognition" and management neutrality in any union organizing drives among the 8,000 nonunion Verizon employees who work in the 12 states that were part of the strike.

"Card check recognition" means that Verizon will recognize the union if 55 percent of the workers sign a card saying that they want union representation.

"Neutrality" means that management agrees that they will not hire anti-union consultants or campaign against unionization among the workforce.

Strikers also won 12 percent wage increases over three years which will bring the top pay rate to \$30 an hour at the end of the contract. But job security, not wages, was the number one issue in this strike.

With major changes afoot in the transportation industry, our union needs to follow this example as we head into negotiations with UPS and freight in 2002 and 2003.

UPS is expanding its business into internet services and the logistics industry. For years, freight companies have operated double-breasted nonunion operations. We can use our bargaining power to secure our jobs for the future.

182 Officials in \$100,000 Club

NAME	CITY	SALARY	TOTAL COMP.	AFFILIATES
Frank Wsol	Chicago	305,286	312,581	JC 25, L 710
John T. Coli	Chicago	266,150	281,661	Int'l, JC 25, L 727
James Santangelo	El Monte, Calif.	224,525	254,455	Int'l, JC 42, L 848
Thomas Puccio ¹	New York	250,000	250,000	L 295
Patrick W. Flynn ²	Chicago	225,000	245,135	Int'l, L 710
Thomas R. O'Donnell ²	Lake Success, N.Y.	219,211	243,374	Int'l, L 817
Jon Rabine ²	Seattle	219,259	236,284	Int'l, JC 28, L 763
Michael Coli	Chicago	226,200	227,867	L 727
Les Singer ²	Toledo	203,069	225,953	Int'l, Ohio Conf., JC 44, L 20
C. Thomas Keegel ²	Minneapolis	190,818	224,059	Int'l, JC 32, L 120
Carroll Haynes ²	New York	202,588	223,830	Int'l, L 237
Joseph L. Bernstein	Chicago	215,104	220,196	JC 25, L 781
Phil Young ²	Kansas City	186,329	209,548	Int'l, JC 56, L 41
Anthony Rumore	New York	188,800	207,191	JC 16, L 812
Jack Cox	Los Angeles	186,976	202,439	Int'l, JC 92, L 572
Randy Cammack ²	Los Angeles	170,623	199,128	Int'l, JC 42, JC 92, L 63
Louis Partenza	New York	181,875	198,453	Int'l, JC 16, L 237
Steven Gilman	New York	186,252	197,622	L 810
Ken Hilbish	Atlanta	158,185	190,069	Int'l, L 528, L 1129
James P. Hoffa ²	Washington, D.C.	160,464	189,784	Int'l, JC 43
Joseph L. Bernstein	Chicago	184,265	189,621	L 781
Walter Lytle ²	Ft. Wayne, Ind.	165,540	189,013	Int'l, L 414
Paul Houck	New Castle, De.	147,216	187,173	Int'l, L 326
Chuck Mack ²	Oakland, Calif.	159,843	186,209	Int'l, JC 7, L 70
Chester Glanton ^{3,4}	Chicago	168,462	183,411	Int'l, L 743
Leo Reed	Los Angeles	168,213	182,217	Int'l, JC 92, L 399
Bernard Doyle	Elmsford, N.Y.	163,966	178,979	L 456
Anthony Judge	Chicago	150,964	178,094	JC 25, L 706
John Harren	Los Angeles	165,558	176,400	L 986
Fred Gegare ²	Green Bay, Wisc.	154,578	175,660	Int'l, JC 39, L 75
Richard Heck	Minneapolis	154,626	175,484	Int'l, JC 32, L 638
Stephen Mack	Hayward, Calif.	151,590	174,659	Int'l, JC 7, L 78
Richard Volpe ²	New York	141,751	169,688	Int'l, L 550
Jerry Vincent	Louisville, Ky.	164,250	168,542	Ky.-W.V. Conf, JC 94, L 783
Louis LaCroix ^{5,6}	Montreal	166,887	168,090	Int'l
George Cashman	Boston	160,427	166,691	Int'l, JC 10, L 25
Ed Mireles ⁵	Orange, Calif.	153,679	164,929	Int'l, JC 92, L 952
Anthony J. DiGrazia	Chicago	153,920	164,920	L 781
John Murphy ²	Boston	139,391	164,916	Int'l, L 122
Jimmy Hammack	Modesto, Calif.	149,473	164,371	JC 38, L 431
Donato DeSanti ²	North Brunswick, N.J.	140,826	164,263	Int'l, JC 73, L 701
Robert Lennox	Pico Rivera, Calif.	149,969	164,209	Int'l, JC 42, L 495
Jack Cipriani ²	Greensboro, N.C.	142,341	164,098	Int'l, JC 9, L 391
Ralph Taurone ²	Salt Lake City, Utah	134,294	163,989	Int'l, JC 3, L 222
Robert Barnes	Waukegan, Ill.	155,775	162,427	JC 25, L 301
Lawrence Brennan	Detroit	139,529	162,366	Int'l, JC 43, L 337
Daniel Kane, Sr.	New York	145,976	162,314	Int'l, JC 16, L 111
Robert Winstead ⁵	Louisville, Ky.	158,035	161,270	Ky.-W.V. Conf, JC 94, L 89
Terrence Hancock	Chicago	120,043	160,629	Int'l, L 731
Lewis R. Smith, Jr.	Evansville, Ind.	143,015	159,975	Int'l, L 215
Anthony Buonpane	New Haven, Conn.	145,925	159,946	JC 10, L 443
Thomas J. O'Donnell	Lake Success, N.Y.	150,000	157,744	L 817
James Gualtiere	Los Angeles	151,591	157,243	L 572
Jqseph Valenti	Detroit	157,124	157,179	JC 43, L 214
David Laughton	Manchester, N.H.	128,999	152,741	Int'l, Brewery Conf., JC 10, L 633
Roger Hunt	Canton, Ohio	127,640	147,723	Int'l, Ohio Conf., JC 41, L 92
John Steger ²	Washington, D.C.	132,993	145,796	Int'l, L 639
Richard Lyter	Washington, D.C.	112,500	145,581	Int'l
Peter Scarlatos ⁷	New York, N.Y.	145,300	145,300	JC 16, L 831
Louis Smith	New York	136,252	145,221	JC 16, L 810
James Minisci	Los Angeles	135,181	144,204	Int'l, JC 92, L 578
John Dulczak	Philadelphia	121,985	143,663	L 837
Carl Conder	Kansas City, Mo.	113,408	143,422	Int'l, JC 56, L 41
Ken Wood ²	Tampa, Fla.	124,871	141,456	Int'l, L 79
Raul Lopez ⁵	Los Angeles	122,071	141,328	L 396
John Jackson ⁴	Collingswood, N.J.	119,893	140,700	JC 53, L 676
Rome Aloise	San Leandro, Calif.	118,042	139,491	Int'l, JC 7, L 853
John Morris ⁴	Philadelphia	119,326	138,966	Int'l, JC 53, L 115
Richard A. Smith	Chicago	130,000	137,671	L 781
Kenneth R. Daugherty	Washington, D.C.	112,955	136,964	Int'l
Jerry Laird	Sacramento, Calif.	124,709	135,362	JC 38, L 857
Ronald McLain ²	Des Moines, Ia.	121,767	133,855	Int'l, L 147
Ernest E. Sowell ⁴	Union City, N.J.	116,895	133,834	Int'l, L 560
James McCall	Washington, D.C.	124,941	133,721	Int'l
Frank J. Gillen	Philadelphia	108,132	133,238	L 500, L 107

NAME	CITY	SALARY	TOTAL COMP.	
Gerald L. Hood	Anchorage, Alaska	114,232	132,055	
Anthony Cousimano	N. Hollywood, Calif.	120,077	131,716	
Keith Gleason	Peoria, Ill.	121,360	131,540	
James Gilmore	Waterbury, Conn.	115,495	131,126	
Dennis Weinert	Dayton, Ohio	119,830	130,923	Int'l,
Rick Middleton	El Monte, Calif.	117,133	130,058	
Danny Barton	Indianapolis	121,900	128,752	
Donald DiLeo	Newark, N.J.	119,306	128,694	
James Dawes	Chicago	121,626	128,575	
Edward P. Polster ⁴	St. Louis	107,741	127,418	
Stuart Mundy	East Providence, R.I.	111,459	127,062	
Robert N. Falco, Sr. ⁵	Chicago	124,344	126,813	
Donna Santoro	New York	116,056	126,274	
John Williams	Seattle	114,986	126,244	
John T. Metz	St. Louis	113,345	126,003	
Nicholas Mancuso ³	New York	111,987	125,618	
Thomas Custer	Chicago	114,745	125,603	
Gregory Roth	Los Angeles	105,385	124,603	
Robert A. Hogan	Chicago	108,175	124,542	
Jose Cadiz ²	Santurce, P.R.	115,147	123,747	
Robert Warnock, Jr.	South Bend, Ind.	116,256	123,394	
Terence Majka ⁵	Utica, N.Y.	104,201	122,460	
Joseph Martucci	Chicago	106,205	122,365	
Willis Bond	S. El Monte, Calif.	103,350	122,230	
Greg Lucidi ⁴	Trenton, N.J.	113,831	121,866	
Joseph Galli	St. Louis	113,801	121,481	Mo.
John Thomas	Chicago	105,370	121,475	
Melanio Cuebas, Jr. ³	New York	110,470	121,426	
K. Johnson	Los Angeles	103,400	121,405	
Joseph Tramontana	Mountainside, N.J.	117,000	121,060	
Thomas Rosano	New York	104,000	120,826	
Walter Williams	N. Hollywood, Calif.	109,795	120,050	
Dennis Hands	Jackson, Mich.	100,962	120,000	
Michael McLaughlin	San Francisco	105,316	119,985	
Kenneth Hollowell	Detroit	102,445	119,913	
Cheryl Johnson	Toledo, Ohio	98,844	119,821	
William Lickert	White Oak, Penn.	115,149	119,717	
William Woldman	Chicago	108,670	119,119	
Mark Muller	Chester, Penn.	106,770	118,762	
Joseph Bennetta	Bridgeport, Conn.	105,563	118,676	
Robert Finney	Flint, Mich.	108,961	118,538	
Anthony Cornelius	Green Bay, Wisc.	108,113	118,323	
Jerry Vercruse	Los Angeles	104,927	117,519	
Kenneth Stacy	Lexington, Ky.	107,528	116,030	Ky.
Robert Meyers ⁵	Louisville, Ky.	113,020	115,829	
Kurt Larsen	Los Angeles	104,209	115,707	
Richard Foley	Worcester, Mass.	100,781	115,501	
R. Doss	Los Angeles	99,520	115,312	
Timothy R. Lehman	Chester, Penn.	102,310	115,159	
Dennis Davis	San Jose, Calif.	105,790	115,096	
Robert Machado ¹	Lake Success, N.Y.	115,000	115,000	
James Witt	Anchorage, Ak.	97,610	114,444	
Joseph Vitta	New York	97,006	114,156	
Michael Tobin ¹	New York	113,500	113,984	
K. Haarala	Los Angeles	99,500	113,734	
T. Marchetti	Los Angeles	103,400	113,490	
Val Fiorillo	Mountainside, N.J.	104,000	113,271	
Dennis Raymond	Waterbury, Conn.	99,520	113,021	
Michael Sweeney	Chicago	96,812	113,021	
Richard Fraizer	N. Hollywood, Calif.	103,824	112,587	
Robert Morales	San Francisco	104,997	112,339	
Paul Walsh	South Boston, Mass.	104,329	112,239	
Arthur Illery ³	New York	100,041	111,876	
John Gerow	Union, N.J.	97,752	110,815	
John Millet	Worcester, Mass.	100,784	110,794	

This chart includes Teamster officials and staff who received total compensation of \$100,000 or more and whose salaries were at least \$95,000 in 1999.

This information was compiled and analyzed from hundreds of LM-2, LM-3, and IRS Form 990 reports. Total compensation includes salaries, bonuses, and other expenses from affiliates, but does not reflect other income such as pensions, free cars, etc.

Key: Int'l = International Union; JC = Joint Council; L = Local Union

LM-2 reports for individual locals are available from TDU. (Free to members; others, please include a donation).

Footnotes:

1. Non-salary fee, related to local
2. Currently on General Executive
3. Local 237 figures are from executive board figures available the Club but not listed due to un
4. Figures from 1998 used; 199
5. Retired, resigned, lost office
6. Figures in Canadian dollars;
7. Figures from 1997 used; m

AFFILIATES	NAME	CITY	SALARY	TOTAL COMP.	AFFILIATES
L 959	Patricia Stryker ³	New York	98,864	110,653	L 237
Int'l, L 399	Charles Cimino, Jr. ⁵	Cleveland	102,217	110,648	Ohio Conf., JC 41, L 400
Int'l, JC 65, L 627	Clifford Soquet	Waterbury, Conn.	96,250	110,456	L 677
JC 10, L 677	Paul Cardullo ⁴	Philadelphia	98,950	109,150	JC 53, L 929
Int'l, Ohio Conf, JC 41, L 957	Gerald Shaw ⁵	Louisville, Ky.	107,245	109,096	L 89
Int'l, L 848	Robert Kikuchi ⁵	Los Angeles	98,387	108,721	L 396
Ind. Conf., L 135	Dennis Hart	San Jose, Calif.	97,540	108,710	Int'l, L 296
JC 73, L 408	Charles Crawley	Houston, Tx.	104,083	108,661	Int'l, JC 58, L 988
L 710	Thomas Sperlazzo	New York	106,042	108,525	L 804
JC 13, L 6	Harry Nespoli ⁷	New York	108,500	108,500	L 831
Int'l, JC 10, L 251	Victor Nuzzolillo	Worcester, Mass.	100,779	108,410	L 170
L 710	Daniel J. Kane, Jr.	New York	101,601	108,162	Int'l, L 202
L 810	Carl Gentile	Worcester, Mass.	100,782	107,963	L 170
Int'l, JC 28, L 117	Lon Fields, Sr. ⁵	Louisville, Ky.	107,566	107,905	L 89
Int'l, JC 13, L 610	Alphonse Rispoli, Jr.	Mountainside, N.J.	98,573	107,613	JC 73, L 863
L 237	Robert Kelly ⁷	New York	107,500	107,500	L 831
JC 25, L 673	William Snead	Norristown, Penn.	95,964	107,490	L 384
Int'l, L 63	Ronald Miller	Jeannette, Penn.	99,789	107,146	Int'l, L 30
L 714	Michael Ianniello	Jamaica, N.Y.	100,005	107,074	L 522
Int'l, L 901	Jerry Putnam	Ft. Worth, Tx.	102,875	106,671	JC 80, L 997
Ind. Conf., L 364	George Westley	New Orleans	98,571	106,542	L 270
JC 18, L 182	Gerard Vezina	West Quincy, Mass.	104,554	106,534	L 494
L 714	Gary Tiboni	Cleveland	97,700	106,509	L 436
JC 42, L 420	David McCarthy	Worcester, Mass.	100,779	106,338	L 170
JC 73, L 35	Michael B. Haffner	Waukegan, Ill.	100,067	106,041	L 301
Mo.-Ks. Conf., JC 13, L 688	James Walker	New York	102,775	105,781	L 804
JC 25, L 754	Anthony Donato	New York	101,962	105,729	L 804
L 237	Thomas Trenaman ⁵	Louisville, Ky.	102,870	105,333	L 89
L 399	Anthony R. DiGrazia	Chicago	99,196	105,152	L 781
L 863	John Wientjes	Louisville, Ky.	99,970	104,916	L 89
L 812	Gary Hug ⁵	Louisville, Ky.	98,402	104,562	L 89
L 399	Amos Green	St. Louis	95,522	104,379	L 688
Int'l, JC 43, L 164	Howard Redmond	New York	98,775	103,119	Int'l, L 804
Int'l, L 856	Dennis Vadini	Cleveland, Ohio	97,895	102,837	Int'l, Ohio Conf., JC 41, L 52
JC 43, L 247	Walter Engelbert ⁵	Portland, Ore.	96,182	102,766	JC 37, L 670
Int'l, L 20	Daniel A. Kreiser	Trenton, N.J.	95,700	102,333	L 35
L 205	Scott Wilkins ⁵	Louisville, Ky.	98,460	102,160	L 89
L 731	James R. Barnes	Waukegan, Ill.	97,272	101,898	L 301
L 312	Colvin Bolton	Louisville, Ky.	96,660	101,693	L 89
L 191	Faith L. Newyear	Waukegan, Ill.	100,917	101,206	L 301
JC 43, L 332	Dennis Taylor	Baltimore, Md.	96,655	100,950	JC 62, L 355
Int'l, JC 39, L 75	Jane Barker	New York	99,750	100,154	L 813
JC 42, L 630					
Ky.-W.V. Conf, JC 94, L 651					
L 89					
L 630					
L 170					
L 63					
Int'l, L 312					
L 296					
L 282					
L 959					
L 812					
L 295					
L 63					
L 399					
L 863					
Int'l, L 677					
L 710					
L 399					
JC 7, L 350					
L 379					
L 237					
L 97					
L 170					

Dramatic Shift in Priorities

The change in union leadership that occurred in late March of 1999 brought with it a change in priorities.

► **The International Union now pays over 100 multiple salaries**, about a 500 percent increase in just a year.

► **The General President raised his own salary** from \$150,000 to \$225,000, a 50 percent increase in one year.

► **Twenty-two of the 24 U.S. members of that GEB are in the Club**, a huge increase. The only two who are not are Dotty Malinsky, who was voted out of office in her own local, and Tyson Johnson, who was just appointed to the Board.

In 1999 the International Union spent \$19.2 million on compensation for officers and employees, a 3.6 percent decrease from 1998. The cuts came from staff working in organizing, education and helping to win local contracts; the increases came in multiple salaries to officials already in the Club. That's a shift in the wrong direction.

Leadership comes from the top. Local officials see this trend and some are only too happy to join it.

Even more disturbing is that the facts presented here represent a transition year (1999), when the new policies were only in effect for nine months. Next year's report card will even certainly be worse.

Teamster Members Make the Evaluation

Only TDU has the integrity and know-how to provide Teamsters with this information. Each year TDU presents such a report card to judge our progress and our problems, no matter who is in office. All officials are treated equally, whether they are friend or foe, hard working elected officer or fat cat. Teamster members can then make their own evaluation.

Want to know what your local officials make?

Contact TDU for the LM-2 form for your local. Free to TDU members, others please enclose a donation.

How to Change Priorities

The Hoffa administration has now set us back, as this report shows. But Teamster members have the power to change this situation. Here's how.

Educate Teamster Members. We, the rank and file, have the power to change our union's priorities. The first step is knowledge. Members have a right to know what International and local officers are doing with our money. Distribute copies of this report widely (order more by contacting TDU).

Support Reform Candidates for Convention Delegate. In every Teamster local — including yours — there will soon be an election for delegates to the 2001 IBT Convention. Run for delegate or support delegate candidates who pledge to support reforms in our constitution that limit excessive salaries and perks. We have made progress by doing exactly this, and we can do more this year.

Watch What They Do, Not What They Say. If candidates run for International or local union office promising to "cut the fat" or "cut n cap" and then do the exact opposite once in office, spread the word. Learn from mistakes. Judge candidates by a clear record, not by words alone.

Reform Your Local Union. In many local unions members have successfully passed by-laws amendments to require membership approval for salary hikes for officials, eliminated multiple pensions for officials, and other reforms. Many have run for office on the platform of lowering excessive salaries, and then carried it out.

The Teamsters Union belongs to all of us, not just a few. We can direct our union's priorities. Be informed and involved, and join with Teamsters working for reform, through the TDU movement.

, related to local trusteeship.
General Executive Board.
ures are from 1997 IRS Form 990; only
figures available, additional 237 BAs are in
isted due to unavailable information.
998 used; 1999 not available.
ed, lost office or removed from office.
adian dollars; U.S. equivalent is less.
1997 used; more recent figures not avail-

TDU Convention 2000

Rank & File Education for Rank & File Power

Cleveland in November is a little cold and damp for golf. But that won't bother the 500 Teamsters who will gather there November 3-5 for the 24th Annual TDU Convention.

Old guard Teamster officials who travel on members' dues money prefer their conferences in exotic locales where they can spend their time on the links, at the beach, or in the casinos.

But Teamster reformers travel to the TDU Convention on our own dime to gain information, share strategies, and make connections with other Teamster activists to win better contracts, enforce our rights, and advance our cause of rank-and-file power.

What can you expect to get out of the TDU Convention?

Reports on Winning Strategies

Teamster members who have waged successful struggles to win better contracts and build a union that fights for us will be in Cleveland to share tactics that effectively pressure employers, and when necessary, do-nothing union officials.

You'll hear from Seattle Sanitation workers who won record wage increases of more than \$5 an hour with an aggressive contract campaign, UPS drivers who took on the company and the Hoffa administration to beat back subcontracting, and Northwest Flight Attendants who turned down a weak, Hoffa-backed agreement and won important contract improvements as a result. And more.

Educational Workshops for Rank and File Power

How do we beat apathy and get

members involved? What are the keys to winning grievances and enforcing our contracts? How do we get management to respect members' rights and officials and business agents to move on members' concerns?

These issues, and many more, will be taken head-on in educational workshops led by labor educators, reform officers, and rank and file Teamsters who have been fighting on the frontlines — and winning.

The TDU Convention also features meetings where we talk about industry-specific issues in freight, UPS, warehouses, local contracts, and more, as well as special interest meetings to talk about pension issues, organizing the unorganized, and fighting racial and gender discrimination.

Setting the Course for Teamster Reform

With the Teamster constitutional convention, elections for convention delegates, and, of course, the election for International officers all coming up, 2001 is shaping up to be a critical year for our union.

At the convention, we'll debate what course our reform movement needs to take in the coming year and elect the TDU Steering Committee.

Tom Leedham and other members of the Rank & File Power Slate will join us to talk about next year's campaign to send Hoffa into early retirement and take back our union for the rank and file.

The next key phase in that campaign is the upcoming elections for delegates to the Teamster Conven-



Teamsters from IBP, Anheuser-Busch and Northwest flight attendants took the stage at the 1999 TDU Convention to share their struggles.

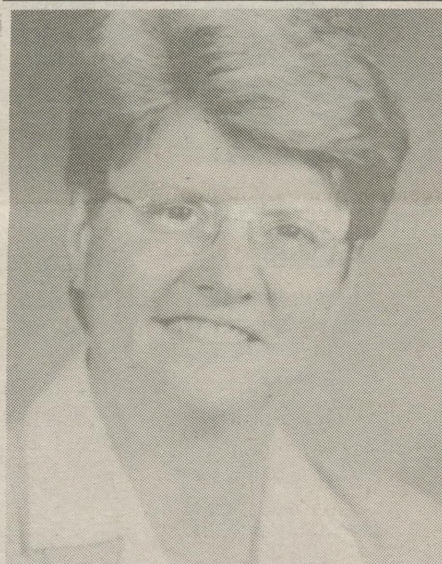
tion where constitutional reforms will be debated and our candidates will be officially nominated.

What reforms do we need to fight

for at the convention? What are the secrets to waging successful campaigns to get elected convention delegate? These and other issues will be at the centerpiece of our discussions as we define our course for the coming year.

Interested?

Call TDU for more information, or use the form on page 12 to register today at a reduced rate.



Prepare for the 2001 Teamster Convention

"I was an elected delegate to the 1996 IBT Convention in Philadelphia. It was a pretty raucous affair, but I think I was able to function effectively as a spokesperson for reform because of the training and information I received at previous TDU conventions.

"Well, another IBT Convention is coming up in 2001, and if I should be fortunate enough to be elected again by the members of my local I want be prepared to do a good job. There is no better place to learn than at TDU conventions. That's why I'll be in Cleveland on Nov. 3-5. Hope to see you there."

Patricia Franks

UPS feeder driver, chief steward
Local 773, Allentown, Pa.



Driver Safety Workshop at TDU Convention

"CF tried to fire me for refusing to drive while fatigued. But they backed off after I filed a lawsuit with the help of TDU and the Truckers' Justice Center. That was my baptism by fire into driver safety issues. I've learned a lot more since then by attending the TDU Convention, where Paul Taylor from the Truckers' Justice Center gives a workshop that tells you all you need to know about your safety rights. I'll be back at the TDU convention this year, and I hope to see you there."

George Carter
Local 633, CF
Manchester, N.H.

Convention Highlights

Educational workshops, including:

- Winning Better Contracts
- Fighting Apathy and Building Rank and File Unity
- Your Legal Rights and How to Use Them
- Grievance Training
- Running for Local Union Office or Convention Delegate
- And More!

Important industry issues such as:

- The 2002 UPS Contract
- Rebuilding Our Power in Freight
- Hours of Service and Trucker Safety
- Fighting Warehouse Production Standards
- Local Contracts
- Flight Attendants
- Anheuser Busch Teamsters
- And more!

Guest speakers will include:

- **Tom Leedham**, candidate for Teamster President
- **Election Administrator** William Wertheimer
- **Teamster leaders** in important struggles in our union

Teamsters Black Caucus Disappoints Some

By Homer Lambert and Willie Smith
TDU Steering Committee

The Teamsters National Black Caucus (TNBC) was founded in 1971 to give Black Teamsters a voice. It is supposed to be about educating members about our rights, reaching out and involving Black Teamsters, and helping more of us become leaders in our union.

Make no mistake, our union needs more Black leaders. Long-time caucus member and TNBC Executive Director Louis Richard made this very clear in a speech that pulled no punches at the recent TNBC

national meeting in Las Vegas on Aug. 15-20.

Richard recalled that there was a time when a Teamster convention had only two Black Teamsters present. Today, he said, one third of Teamster members are people of color, but you see only a few on our International Executive Board.

How long do we have to wait? We can have that diversity now. There are plenty of leaders out there that need to be encouraged. We can elect a more diverse leadership.

Unfortunately, the Black Caucus is

not pursuing its mission of developing Black Teamster leaders. In fact, at the national TNBC meeting, key caucus officials instead gave the message: Stay in your place.

Speaking from the podium, TNBC chair Chris Silvera actually told the members, "You don't need to become business agents. You are better off where you are. ... You just need to do your job and support the people who are in office."

Rather than focusing on the problems of Black Teamsters and strategies for overcoming them, most of the conference was turned into an insulting political rally for Teamster President James Hoffa and other high-ranking officials.

At one point, Silvera attempted to rally participants to "go out and get

100,000 votes" for Hoffa in next year's election. Many members in the audience were shocked that the event was so blatantly political and asked, "What's the agenda here?" This rally fell flat.

Lots of this meeting was spent trying to rally the troops for Hoffa, while recognition was not given to the many Black rank-and-file activists and local officers who have taken on the system, demonstrated real leadership, and successfully fought back for working Teamsters.

The TNBC has an important purpose, which is to help Black members to play a more active role in our union at every level. The best way for us to achieve that goal is for the TNBC to focus on rank-and-file education and encourage leadership, not politick for top Teamster officials and encourage complacency.

Officers Get Free Insurance

Local Lists Used to Sell Insurance

The Independent Review Board (IRB) has brought to light what many Teamsters already knew: that certain local officers have accepted valuable gifts from the American Income Life Insurance company in exchange for use of the union mailing list.

Over the years many thousands of Teamsters have received in the mail an offer of a free \$1,000 life insurance policy. Of course American Income Life used this come-on to try to sell Teamsters a

much bigger policy.

The only problem is that in some cases American Income Life gave \$10,000 of free life insurance to every member of the local union's executive board. It is against the law for union officers to accept anything of value in exchange for our union's resources, such as use of the mailing list.

The IRB has stated they will not file charges against officers who have in the past accepted this illegal freebie, provided that the problem is corrected immediately.

Time for Action on \$900,000 Scam

Indiana Teamsters Spread the Word

Carl Woodall
Holland Motor
Indianapolis Local 135

Indiana Teamsters deserve to know the truth, to have the facts about the embezzlement of \$900,000 of our dues money to the officials-only "Severance and Retirement Plan" through Joint Council 69.

I made hundreds of copies of the report on the investigation by the Independent Review Board (IRB), and members appreciate getting the facts. The officials who pulled off this scheme sure don't want you to have the facts. They are denying it happened.

The IRB investigation report details that JC 69 officials quietly diverted \$893,553 over several years into their own money pot after the Area Conferences got abolished. International Vice

President Walt Lytle admitted that, "We said that's money nobody would miss." Brother Lytle, we do miss it. Our union can put that money to good use in organizing, not making you richer. The IRB has demanded it be refunded.

If they did the crime, they should do the time. That's how a lot of us feel. But look what is happening. The IRB recommended a trusteeship of the joint council, but Hoffa put that off so far.

Danny Barton, Walt Lytle and others who were behind this scam should face charges and a hearing for what they've done. But they are being protected by Hoffa.

It's time for Indiana Teamsters to rise up and demand justice be done. It's time for those who have betrayed the members' trust to either step aside or be replaced.

Oversaw Teamster Consent Order, Elections

Judge David Edelstein Dies at 90

Judge David Edelstein, who oversaw the Teamster racketeering consent decree and first-ever one-member-one-vote elections, died on Aug. 19 at the age of 90.

Edelstein wrote hundreds of decisions arising out of the 1989 consent order, which provides for supervised elections for IBT officers and delegates to IBT conventions.

Paul Levy, attorney for Public Citizen who has been the premier advocate for Teamster members' rights throughout this process, noted that Edelstein was "not prepared to let anyone stand in the way of having the consent decree perform what it

was intended to do, to transform the Teamsters into a democratic, corruption-free union." Levy tangled with Edelstein on one important case in 1991 involving the rights of TDU members, and successfully appealed the judge's decision. It was one of the few times Edelstein was overruled by the Appeals Court in the 11 years of Teamster oversight.

Levy and other attorneys who work with TDU and rank and file Teamsters expressed concern that whatever judge handles the case will give it the commitment it deserves. A federal judge in New York City will soon be assigned the case.

'Routine Investigation — Shred Everything'

How Larry Brennan Became a Hero

When Larry Brennan, President of Michigan Joint Council 43 and James Hoffa's mentor, was charged with embezzling \$30,000 in union funds to use for campaign money, Hoffa's promise to not cover for corruption was called in question. The media took note, and certainly Teamster members did.

It was especially serious because the Independent Review Board (IRB) noted in its report that Hoffa's Executive Assistant was both the bag man in the scheme and the one who shredded documents when the feds started asking questions.

So what's the reaction of the Hoffa administration and their allies? Have they asked Brennan to take a leave of absence from his union posts? Has his salary from the International been stopped? Has any statement about the seriousness of the charges issued? Has Hoffa's "RISE" program done anything about it?

Why Does This Happen?

Ft. Wayne Members Vote Down Overnite Assessment

On Aug. 1 the members of Ft. Wayne, Ind., Local 414 rejected by a heavy margin a dues assessment to hire people to picket at Overnite. Local president (and International vice president) Walt Lytle pushed hard for it, but in the secret ballot vote the members said no.

Local 414 is not alone. The same thing has happened in several other locals. Why does it happen?

If you ask most union officials, they'll tell you that members automatically reject any dues increase. There is an element of truth in that, but there is more to the story.

Angry members of Local 414 pointed out that their officers, along with the other officials in Indiana, were recently caught

No. Instead, instead the Hoffa administration has turned Brennan into a hero!

First, they are raising money for him. The "Friends of Larry Brennan," which according to one memo is headed by Hoffa-appointee Dennis Hands of Michigan, is hitting up Hoffa staffers and officials for money.

Second, they turned the Central Region Conference held in July in Detroit into a hero's welcome for Brennan. There they were, standing and shouting for their man, the one who took the rank and file's dues money to rig an election.

Guess who then took the podium after the Brennan fest? None other than Ed Stier, Hoffa's appointee who is supposed to insure we have no corruption. Stier then told the body everything was going great.

One Central Region Teamster summed it up. RISE actually stands for "Routine Investigation — Shred Everything."

diverting \$900,000 in union funds into a special extra pension plan designed for officials. That \$900,000 could hire a lot of picketers at Overnite. Or better yet, fund a serious organizing program.

Look at the facts on pages 6-7. Dozens of new multiple salaries are being paid out by the International. Of course members are going to say no to paying more when this is where their money is going.

In some local unions members have adopted assessments for organizing programs. If Teamsters see that their money is being used well and the organizing program is well planned, they can usually be convinced to pay more to build a strong union.

Leedham VP Candidate Martinez Trounces Hoffa Appointee in Closely Watched Election

Reformers Sweep Local 556 Election

In a local election the *Seattle Times* called "a flash point in the struggle for control of the International Brotherhood of Teamsters," the Members' Voice Slate, headed by Maria Martinez, routed the Hoffa-backed "Unity Slate."

"The company and the union officials, they think the same. It's like they have one brain," Martinez told a crowd of supporters at a pre-election campaign rally. "The people have to realize they are the union."

Local 556's 2,500 members took Martinez's words to heart, electing the Members' Voice Slate by three to one.

"I want to spread this movement around the country," said Martinez, who is a candidate in next year's election for International Union officers as a Western Region Vice President on the Tom Leedham Rank & File Power Slate.

The election for local officers in Walla Walla, Wash., commanded national attention because the Hoffa administration has spent more than a year sabotaging Local 556 members' efforts to take on their employer and reform their union.

When 1,300 members shut down Iowa Beef in June 1999 in the largest Teamster strike since UPS, Hoffa refused to visit the picket line or talk to the

press. Hoffa's Western Region Vice President Jon Rabine ended the strike in a backroom deal with management that surrendered members' pensions.

Days later Hoffa put the local in trusteeship to block members from electing a reform slate. Martinez took the International Union to court, forcing the election.

Hoffa used the trusteeship to groom an appointee from a neighboring local to run for office in Local 556. But the Hoffa-backed "Unity Slate" took only 25 percent of the vote. After years of fighting local and International officials who "think the same" as management, Local 556 members finally took back their union.

Now the hard work of building a strong union based on rank and file

power begins.

"Organizing the members to fight for safer working conditions and respect and dignity on the job will be our top priority," said newly elected president Melquiadez Pereyra. "We are going to win back our rights the same way we won back our union, by uniting the members and fighting together."

The new officers have slashed their salaries by 40 percent to free up union funds for programs that benefit the members.

"This election was not about changing our officials. It was about changing our union," said Ranulfo Gutierrez, newly elected vice president. "As workers, we will always have to fight for our rights. The difference is now we have a union that will work with us, not against us."

TDU Meets

ASHTABULA, OHIO TDU

Last Saturday every even month
Saturday, Aug. 26, 1 p.m.
Geneva Country Kitchen
1741 Route 534 at I-90
Geneva, Ohio
For information call 330-797-1541

BALTIMORE/D.C. TDU

Third Sunday every odd month
Sunday, Sept. 17, 2 p.m.
Location to be announced
For information call 301-317-4030

CHICAGOLAND TDU

First Sunday every even month
Sunday, Oct. 1, 2:30 p.m.
UNITE Hall, 333 South Ashland
Corner of Ashland and Van Buren
For information call 773-486-3831

GEORGIA TDU

Meetings every second Saturday
Saturday, Sept. 9
Time and location to be announced
For information call 770-974-7134
or 912-727-2438
e-mail: GATDU@aol.com

MINNESOTA TDU

Sunday, Oct. 8, 1:30 p.m.
Broadway Pizza
Broadway and West River Rd.
Minneapolis
For information call 612-825-7883

NORTHERN CALIFORNIA TDU

Third Saturday every odd month
Saturday, Sept. 16, 10 a.m.
Diamond Branch, Oakland Public
Library
Fruitvale and MacArthur
Oakland, Calif.
For information call 707-426-5310

SOUTHERN CALIFORNIA TDU

First Sunday every even month
Sunday, Oct. 1, 10 a.m.
VFW Hall
101 S. Main St., Pomona, Calif.
For information call 562-694-5831
or 760-951-4949

BADGER STATE TDU

First Saturday every even month
Saturday, Oct. 7, 10:30 a.m.
Sue's Bayview Bandwagon
2463 South St. Clair
Milwaukee, Wis.
For information call 414-827-1013

YOUNGSTOWN, OHIO TDU

Last Saturday every odd month
Saturday, Sept. 30, 2 p.m.
Denny's Restaurant
4927 Mahoning Ave., Austintown,
Ohio
For information call 330-797-1541

Flight Attendants Mobilize Again

With a four-year contract battle behind them, the next frontier for Local 2000 Northwest Airlines flight attendants is their coming local union election. Those that stood firm on mobilizing flight attendants to fight for a strong contract have joined together as the Flight Attendant Mobilization Slate, and are committed to continuing member involvement and reform.

The slate is headed by now-Secretary-Treasurer Danny Campbell and includes leaders who have demonstrated their principles by their actions, including Minneapolis-based Contract Action Team Coordinator Anne Meyer for Vice President, and Detroit Base Representative Bob Krabbe as Secretary-Treasurer.

Involving Members

Says Campbell, "We want members involved. Our slate is committed to the democratic process." Slate literature says they're "not afraid to take a definitive position against the employer." One of their first tasks is to fight for strong implementation of the contract, and to make alliances with other flight attendants in preparation for any potential merger.

The slate does not want a union that withholds information, where officials make secret decisions and believe they hold the power.

Seattle flight attendant Andy Damis, who will run for a Base Representative position, says, "Members are more informed and involved because of the Contract Action Team. This program represents what union reform is about, and that was just a start. We believe reform doesn't stop until people stop talking about 'the' union and instead talk about 'our' union."

Local 2000 members have resented meddling by Hoffa during and in the wake of their contract settlement.

Internal Charges Filed

In late July, current Local President Billie Davenport filed internal union

charges against Danny Campbell with Joint Council 32, headed by Tom Keegel.

Many believe the charges to be petty and politically motivated. One of the three charges involves not securing ballots after the second contract vote, for which Davenport and Hoffa had hired outside overseer Jim DeHaan and bypassed Campbell's authority as secretary-treasurer.

Hoffa has been looking to punish Campbell for standing with the members

and openly opposing his initial contract offer that members rejected.

Hoffa sent in overseer Brad Slawson to turn over stones and audit the local. Slawson was unable to make any case against Campbell, as secretary-treasurer, over the local's finances.

The charges filed are unlikely to have much bearing on the local union election. The opposing slate in the election is headed by David Barrow-West, a Base Representative and Hoffa appointee on the Human Rights Commission.

Local 938 President Using Dirty Tricks Against Reformers

With reform activists mounting a strong IBT convention delegate campaign that threatens to loosen his grip on power, Toronto, Canada, Local 938 President Ray Bartolotti has resorted to a desperate campaign of dirty tricks and political retribution aimed at silencing his opposition.

Bartolotti has filed charges against nine Local 938 members in the last month, with more charges expected soon. All charged members are either TDU members or candidates for convention delegate. One is a member of Bartolotti's own Local 938 executive board. Bartolotti is also attempting to force a delegate candidate who is on disability onto withdrawal status, in violation of the IBT Constitution.

"Bartolotti knows he can't win on the issues, so instead he's trying to shut us up by using underhanded tactics to make us ineligible to run for convention delegate and participate in the democratic life of our union," said John Hull, a Local 938 freight activist and candidate for Canadian Regional Vice President on the Tom Leedham Rank & File Power slate.

The specific charges vary from person

to person, but include such phony "crimes" as bringing reproach upon the union by distributing leaflets critical of Bartolotti, organizing meetings of rank and file members without Bartolotti's permission, and whispering during union meetings! Many of the alleged offenses occurred more than a year ago, but Bartolotti only moved to file charges when the accused members declared their support for Leedham and their intention to field a convention delegate slate in opposition to Bartolotti.

"It just burns me up that our dues money is being used to pursue these bogus charges," said Local 938 member and TDU Ontario Chapter co-chair Rick Mazak. "If Bartolotti spent half as much time representing the members as he has fighting this personal vendetta of his, our local wouldn't have all the problems it does today."

Local 938 reformers have filed election protests and are continuing to build their reform campaign. "Bartolotti is trying to use threats, intimidation, and legal maneuverings to distract us from our goal," said Hull. "But we're staying focused on our campaign and on winning."

Leedham Petition Drive a Success! Now What's Next?

Mike Ruscigno

Local 802, Long Island City, N.Y.
TDU Steering Committee

We did it. Thanks to the hard work of hundreds of Teamster volunteers, we collected more than 50,000 petition signatures in seven weeks. The Tom Leedham Rank & File Power Slate is now officially accredited. We've won space in the *Teamster* magazine so that we can spread our message, for free, to 1.4 million Teamsters across North America.

"We've got to be out there spreading the word."

But the petition drive did more than get us pages in the magazine. It got us out talking to the members about our slate and our vision of rank and file power—in our shops and wherever and whenever Teamsters work.

The metro New York/New Jersey TDU chapter petitioned UPS, freight, Budweiser, grocery, public sector Teamsters and more on our way to collecting more than 4,500 signatures. It was a big boost to see all the interest out there. One thing is clear. Our fellow Teamsters are hungry for information, and most of the time they're not getting it from their business agents or officers.

That's where TDU comes in. We've got to be out there spreading the word. The way I see it, the end of the petition drive is really just the beginning of our campaign. So what do we have to do next?

For TDU members, it begins and ends with *Convoy-Dispatch*. If you don't get a bundle, order one even if it's just a few copies a month. If you get a bundle, increase it. Our paper prints the news that

Teamster members won't get anywhere else. It's our job to make sure that more Teamsters are in the know.

The same goes for *Adelante*, TDU's Spanish/English paper. When Hoffa took office he canceled publication of *La Voz*, our union's only Spanish publication. Again, it's up to us to fill the information gap.

The Leedham Campaign is going to be producing great information about the slate and their Rank & File Power program. We've got to be the ones getting that information out.

If you're willing to pass out Leedham campaign materials, then contact the campaign or TDU and get on the mailing list.

We've got to use e-mail and the Internet too. As a new computer owner, I'm still struggling to catch up. But if you're into all this cyberspace stuff, then make sure you check out the TDU website at www.igc.org/tdu/ and the Leedham Rank & File Power Campaign website at www.Leedham.org.

You can sign up for regular campaign updates via email by writing to TDU at TDUDetroit@tdu.org or the Rank & File Power Campaign at Rankand-File2001@aol.com. And don't forget to give 'em hell on www.Teamster.net.

Last, but not least, we've got to build TDU. If you're not a member, then join. If you are a member, then sign up a friend. You can bet that Hoffa's pals spend more than \$35 a year fighting to protect their multiple salaries and pensions. If we want a stronger Teamsters we've got to build our movement.

See you at the TDU Convention in Cleveland where we'll plot our next steps on the path to Rank & File Power!



Flight attendants at Detroit Metro Airport signed the petition.

As Soon as Campaign Opens ...

Hoffa Campaign Found Guilty of Major Violations

The Election Administrator (EA) who is overseeing the Teamster International election process began issuing decisions on August 1, and the Hoffa campaign was caught cheating, right from the outset.

In a major violation, the Hoffa campaign was busted for using the resources of the 530 local unions for their own campaign. The Hoffa accreditation petition was faxed repeatedly to the locals, as were instructions in the form of "Hoffagrams." This is a blatant violation of the rules and federal law. None of the Hoffa petitions that were copied from those faxes are to be counted, EA William Wertheimer ruled. The decision to toss out those petitions was upheld by Appeals Master Kenneth Conboy, though he unfortunately softened the remedy ordered against Hoffa.

As a result the Hoffa campaign was forced to start over with a slate petition, in mid-August. (Strangely, the Hoffa campaign did not design their own petition, but copied a computer file off the Leedham Campaign website and changed the names on it!)

Other August decisions by the Election Administrator include:

- A pro-Hoffa business agent illegally positioned himself in a restaurant where a TDU meeting was being held, for the purpose of spying on it, and came to the door of the meeting to try to intimidate members.
- A Hoffa campaign fund was set up in a local union with the union deducting campaign money from weekly paychecks.
- The Southern California Joint Council 42 newspaper illegally ran a Hoffa campaign picture.
- The construction division illegally endorsed Hoffa; no union body can en-

dorse a candidate.

So in the first weeks of decisions, we see a pattern of union resources being used to promote the Hoffa campaign. The value of independent supervision of our election could not be more obvious.

Employers Get Into the Act

Also in August, election protests were filed against numerous employers who violated the rights of Teamster members campaigning for Leedham by denying them access to their employee parking lots to talk with Teamsters and get Leedham petitions signed.

Some of the biggest Teamster employers are among these violators, including UPS, Anheuser Busch, Tri Valley Canning, Purolator, C&S warehouse, and many others. UPS has already signed a settlement with the Election Administrator, and hopefully other enforcement will follow quickly.

The interesting thing is, there has not been one single instance protested of any employer interfering with the rights of pro-Hoffa Teamsters.

Planning to Run for Teamster Convention Delegate?

Delegates to the 2001 Teamster Convention have the power to change the IBT Constitution by a majority vote.

If you are thinking about running for delegate, contact TDU for more information.

And plan to attend the TDU convention in November, where experienced delegates will share their experiences and reform Teamsters will discuss convention strategies.



Emery driver Peter Landon collected signatures from UPS Teamsters.

Why Should You Come to the TDU Convention?

The 24th Annual TDU Convention will bring reform Teamsters together in Cleveland on Nov. 3-5. Why should you plan to be there?

Because you want better contracts and a strong union.

- Learn about the winning strategies Teamster members are using to win higher wages, better benefits and improved working conditions. Meet Teamster leaders, labor attorneys, and rank and file activists from across the country.

Because you demand respect on the job.

- Our contracts aren't worth the paper they're printed on unless we enforce them. TDU workshops will give you the tools to beat back apathy, involve the members, and make management respect your rights on the job.

Because we can't afford five more years of Hoffa.

- Find out the truth behind Hoffa's PR and strategize with Teamster reformers, including reform candidate Tom Leedham and members of his slate, on how we'll build a winning Rank & File Power campaign.

Because reform can carry the day at the 2001 IBT Convention.

- In July 2001, nearly 2,000 delegates will meet in Las Vegas for the Teamster Constitutional Convention. Find out how to run for convention delegate and represent the members in Las Vegas where we'll be fighting for important democratic reforms, like the right to elect business agents, rank and file Teamsters on all bargaining committees, an end to multiple salaries and pensions for Teamster officials, and more.

Choose from dozens of workshops led by labor educators, reform officers and Teamster activists. See page 8 for more details. And use the form below to register today!

CONVENTION INFORMATION

All events will take place in the **Sheraton Airport Cleveland**, 5300 Riverside Dr. Use the form below to reserve rooms at our special group rate. The convention will begin Friday at 1 p.m. and end Sunday at 3:30.

The hotel features a fitness center with indoor pool, jacuzzi, sauna and exercise room.

Childcare available by advance reservation only. Contact TDU at 313-842-2600 before Oct. 1 to make arrangements.

TRANSPORTATION FROM THE AIRPORT

Free shuttle from Hopkins Airport runs 24 hours. Go to baggage claim level and look for Hotel Information sign. There are two sets of phones. Dial the Sheraton and ask for the courtesy van to pick you up. Phones also available at Sheraton Airport Hotel Courtesy Desk at Exit 6.

DRIVING DIRECTIONS

From the South: 1-71 N. to Snow Rd. exit; go left. Go right at third light. Follow signs into airport. Hotel on your left.

From the North: I-90 W. through downtown Cleveland. Follow I-71 S. past W. 150 St. exit. About one mile past exit, get in far left lane and follow signs for Rte. 237-Airport. After series of bridges you will see airport on right. Two lanes go into airport; stay in left lane. Sheraton on your left at first light.

From the East: Ohio Turnpike to Exit 10 (Rte. 71). Take 1-71 N. to Snow Rd. Left on Snow Rd. to third light, turn right and follow signs into airport.

From the West: Ohio Turnpike E. to Exit 9A (Rte. 480). Rte. 480 E. to Grayton Rd., turn right. Make immediate left onto Brookpark Rd. to Rte. 237 S. and follow signs into airport.

PARKING: Free secured parking for hotel guests, \$6 per day for those not staying at the hotel.

TDU RANK & FILE CONVENTION, NOV. 3-5

REGISTER NOW!

Postmark your registration no later than Oct. 13 and receive \$10 discount (\$5 for one day). See below for travel discounts that may also apply.

Name _____ Local _____

Address _____

City _____ State _____ Zip _____

Phone (____) _____ Company _____

If registering for others please include same info.

of people

Fri., Sat. & Sun. \$165 x _____

Sat. & Sun. 130 x _____

Sat. only 100 x _____

Total Registration Cost = _____

☐ nonsmoking room ☐ smoking room

_____ single room

_____ double room with _____

☐ Thurs. ☐ Fri. ☐ Sat. ☐ Sun.

of nights x \$90 = Housing Cost = _____

☐ \$35 - one-year membership

☐ \$85 - three-year membership

☐ \$20 - spouses, retirees and Teamsters grossing under \$17,000

Membership Cost = _____

TOTAL COST = _____

_____ \$10 if postmarked by Oct. 13 (\$5 if one day)

_____ \$10 travel over 500 miles one way

_____ \$20 travel over 800 miles one way

Total Discount = _____

Cost minus discounts = _____

AMOUNT ENCLOSED = _____

BALANCE DUE = _____

CONVENTION REGISTRATION

Includes cost of all convention materials, meeting space, coffee breaks, meals and Saturday banquet and program.

HOUSING

Reserve rooms through TDU at special group rate. All rooms \$90 per night (tax included), for one or two people. If sharing cost of room, please indicate other party.

MEMBERSHIP

If not a member of TDU, join today. Includes subscription to *Convoy Dispatch*.

DISCOUNTS

Early registration and travel discounts for Teamsters and spouses. Enclose full payment or 50% deposit to receive early registration discount.

CREDIT CARD PAYMENT

Visa/MC # _____

Exp. date ____/____/____

TDU invites all Teamsters interested in defending our contracts and reforming our union to join us and attend the convention. We do reserve the right to exclude those who are opposed to TDU and its principles.

Return to: TDU, Box 10128, Detroit, Mich. 48210